



the essence of

australian Sport

what we stand for

fairness respect responsibility safety



Australian Government
Australian Sports Commission

Promoting a successful culture in your sport



In Australia we are proud of our sporting ability and our reputation as a nation of good sports. Our society expects high standards of behaviour from all people involved in sport and it is vital the integrity of sport is maintained. The main responsibility for this lies with the decision makers at every level of sport who should ensure that all policies, programs and services are based on the principles of fairness, respect, responsibility and safety.

Plans & Policies

- Revise your sports' Vision, Mission Statements and Goals to include a specific or general reference to *The Essence of Australian Sport* and the key principles behind the initiative.
- Review all of your sports' policies, programs and services to ensure that they uphold and reflect *The Essence of Australian Sport*. If they do not support *The Essence of Australian Sport*, their relevance or purpose should be questioned.

Employment & Appointments

- When conducting interviews include questions related to *The Essence of Australian Sport*. This will allow you to select the candidate who will best meet your sports' expectations and standards.
- Include a copy of *The Essence of Australian Sport* in employment and appointment agreements that candidates agree to abide by and uphold.
- Allow for a discussion on what *The Essence of Australian Sport* means to your sport during the induction of any new board members or employees.

Around the Office & Clubrooms

- Display *The Essence of Australian Sport* posters prominently within your administration offices, at venue entrances, dressing rooms and in areas where spectators will notice the material. This will demonstrate that your organisation agrees with the intent and will set the boundaries for what is expected from everyone involved in your sport.
- Make changes to existing awards to include *The Essence of Australian Sport* within the selection criteria, or create a new category encouraging the adoption of the key principles. This will create a culture of rewarding people in your sport who live and play by the principles outlined in *The Essence of Australian Sport*.
- Include a copy of, or reference to, *The Essence of Australian Sport* in all team or player registrations. Players should agree to support *The Essence of Australian Sport* directly or agree to abide by the sports' code of conduct which has been based on *The Essence of Australian Sport*.

fairness

responsibility

Education & Training

- Invite a representative from organisations such as the Australian Sports Commission, State Department of Sport & Recreation, or your state or national sporting organisation to speak at any workshops offering topics related to *The Essence of Australian Sport*.
- Ensure board members, staff and key volunteer positions undertake regular training and education courses that uphold and support *The Essence of Australian Sport*.
 - Board members: complete a Company Directors Course;
 - Staff and volunteers: undertake professional development training;
 - Coaches: undertake a NCAS Level 1/2/3;
 - Officials: participate in the National Officiating Accreditation Scheme.
- Promote the Play By The Rules website www.playbytherules.net.au and encourage all staff and members to complete the free online training.
- Advertise and encourage people to attend information or education sessions that embrace and sustain *The Essence of Australian Sport*.
 - Cultural awareness programs
 - Child protection courses
 - Anti discrimination and harassment sessions
 - First aid courses

Promotions & Publications

- Reproduce *The Essence of Australian Sport* on the inside cover of your sports' annual report, include it on your website, and highlight it in your newsletters or magazines.
- Include a copy of *The Essence of Australian Sport* in programs and promotional pamphlets so that everyone will know that it is an integral and important part of your sport.
- List *The Essence of Australian Sport* in your sports' code of conduct and distribute to everyone involved in your sport.

The suggestions outlined in this document are examples that your sport may already be undertaking or might consider to integrate and promote *The Essence of Australian Sport*.

respect



Hypothetical: Applying *The Essence of Australian Sport* to 'Your Sport'

Outlined below is a case study of how a sport (*Your Sport*) has implemented programs and initiatives to help apply and promote *The Essence of Australian Sport*:

- Fair play is important to *Your Sport*, so it has placed a link to the Play By The Rules website from their own website, and has recommended that all board members, administrators, and development staff undertake the on-line training offered. This training will help improve knowledge about harassment, discrimination and child protection issues.
- *Your Sport* has also made the Play By The Rules on-line training a prerequisite for all Level 1 coaching and officiating courses. This training will help ensure a minimum standard of knowledge for coaches and officials around the issues of harassment, discrimination and child protection.
- *Your Sport* has developed and implemented a Member Protection Policy across all states and territories to ensure their core values, good reputation and positive behaviours and attitudes are maintained. The policy also allows for inappropriate behaviour to be dealt with consistently across Australia.
- *Your Sport* has organised for each club in Australia to receive enough copies of *The Essence of Australian Sport* posters to be displayed in every change room, venue front entrance and office reception area.
- Some proactive state and territory bodies of *Your Sport* have included a fair play element as part of their selection criteria to attend the national championships. The national body of *Your Sport* has also established a Fair Play Award at the national championships. Fair play is also linked to selection into the Australian team.
- The National Development Officer of *Your Sport* has organised for the State Indigenous Sport Development Officers to conduct a Cross Cultural Awareness Program in each state and territory. This course is designed to provide an understanding and appreciation of the issues, culture, protocols and history of Indigenous Australians within a sport specific environment.
- *Your Sport* associations and clubs now include questions in employment and coaching applications which ask how the candidates will uphold and promote *The Essence of Australian Sport* within the sport.

Examples of existing programs and activities

You can adapt, implement or promote the following programs and activities to support *The Essence of Australian Sport*:

- The *Play By The Rules* website provides information and training opportunities regarding discrimination, harassment and child protection.
www.playbytherules.net.au
- The Australian Sports Commission's *Cross Cultural Awareness Training* provides a basic understanding and appreciation of the issues, culture, protocols and history of Indigenous Australians.
www.ausport.gov.au/isp
- The Basketball Australia annual *Fair Play Awards* recognises and rewards clubs and teams that conduct themselves in a respectful manner at various Junior Championship events.
www.basketball.net.au
- Tennis Australia's *Completing the Picture* initiative is an education program that provides elite junior players with the necessary competition and life skills required to maximise their potential.
www.tennisaustralia.com.au
- The Western Australia State Government program *Keep it Fun: The Clubs Guide to Encouraging Positive Parent Behaviour* – aims to help parents be better role models and supporters, build nurturing environments for children to play sport, and to encourage life-long participation.
www.dsr.wa.gov.au
- The NSW Sport and Recreation *SportRage* Program – provides tools for club administrators to manage sport rage and the promotion of being good role models.
www.dsr.nsw.gov.au